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20 NOV 1962

MEMORANDUM FOR: Executive Director

THROUGH : Deputy Director (Support)

SUBJECT : Scientific and Technical Career Service Committee

REFERENCE : Memo fr DD/R, dtd 2 Nov 62, same subject

1. In response to your request, we have reviewed the referenced proposal. We agree with the DD/R that the initial concept of managing scientific and technical personnel through an Agency-wide career service is incompatible with subsequent developments. We also agree that a committee representing Agency elements which use scientific and technical personnel would be useful in coordinating recruitment and management action against the stiff competition which surrounds these categories of personnel.

2. Coordinated action among several established career services will be necessary to sharpen the definition of our requirements for scientific and technical personnel and to streamline the recruitment process to fill them. Similarly, the long-range development of many such personnel will require coordinated interaction among these established career services. Yet, each of these services will retain its responsibility to one of the four Deputy Directors for managing its members in response to the needs of a particular functional area. Under these circumstances, the proposed "Scientific and Technical Career Service Committee" would lack the fundamental responsibilities and authorities of a career service, and the use of the phrase "career service" would be both inappropriate and confusing. Consequently, we believe the title should be changed and suggest "Committee on Scientific and Technical Personnel" as a substitute.

3. We have considered the designation of a representative of the Director of Personnel as a full member of the Committee and believe that it would be more appropriate that this representative serve as an adviser to the Committee. In addition, we believe that this Committee can fulfill the functions of the Committee proposed in our paper on Scientific and Technical Pay which is now on coordination with the officials concerned. These functions, taken with the broad scope of the functions already proposed for the Scientific and Technical Career Service Committee, cover such a range of personnel matters that the individual serving as the Representative of the Director of Personnel may vary from time to time depending on the subjects to be discussed by the Committee so that the senior officer most concerned might represent the Director of Personnel.

4. Except for the slight modifications stated above, we have no comments concerning this proposal in its present form and believe that a Committee thus constituted would be a useful mechanism for assuring effective and coordinated management of scientific personnel wherever they might be assigned in the Agency.

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/s/ Emmett D. Echols
Emmett D. Echols
Director of Personnel

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